

**SECRET**

DDST-1621-66

13 April 1966

**MEMORANDUM FOR: Director of Personnel**

**ATTENTION : Chief, Position Management and Compensation Division**

**THRU : Deputy Director for Science & Technology**

**SUBJECT : OCS Staffing Complement**

1. The proposed new Table of Organization for the Office of Computer Services which reflects the FY-66 personnel ceiling of [REDACTED] positions is attached. It also indicates tentative increase in ceiling to [REDACTED] positions for FY-67.

2. In building this revised Table of Organization, care has been taken to propose a grade structure which is progressive in concept, flexible in application, and consistent in organization. It challenges the imagination to draft a Table which strives to incorporate these characteristics, while at the same time adhering to the constraints of average grade/salaries to avoid the inevitable grade escalation. However, the computer specialist today, who enters the profession from any number of diverse academic disciplines, looks more and more to the organization which offers the greatest opportunities for growth and advancement. Competition for these highly salable skills in a sellers' market can only be met by an organization offering such opportunities.

3. Historical evidence points out the urgency for establishing a T/O as proposed. It will, I feel sure, impact favorably on our recruitment effort, while reducing attrition of those skills so difficult to replace.

SIGNED

Director

Office of Computer Services

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FILE COPY**

Attachment

a/s

CONCURRENCE

19 APR 1966

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Excluded from automatic  
downgrading and  
declassification